



THE J.M. SMUCKER Co

2023 Employer Information Report EEO-1



The J.M. Smucker Co. firmly believes a diverse and inclusive organization strengthens our Company and enables every employee to reach their full potential. To attract and retain talent that offers diverse expertise and perspectives, it is essential we establish an inclusive environment where employees feel supported and confident in bringing their whole selves to work.

Importantly, we must hold ourselves to high, measurable standards to ensure we are progressing. To this end, we are evaluating our progress through several measures:

- Organization health assessments and employee engagement surveys
- Evaluation of workforce composition and minority representation across all levels of the organization
- Successful implementation of key programming - including unconscious bias training and creating Employee Resource Groups - to strengthen employee understanding of the importance of inclusion and diversity and focusing resources in service of advancing underrepresented groups

In addition to our ongoing efforts to create a diverse and inclusive organization, we feel it is important to provide transparency on our workforce diversity, even though it is not possible to understand our story in a single chart or at a single point in time. As part of this commitment, we are pleased to share further details on our workforce diversity in this report.

The information that follows on the diversity of our U.S. workforce mirrors the annual submission to the U.S. Equal Employment Opportunity Commission (EEOC) and reflects the demographics as of December 31, 2023.

The EEOC report represents a single point in time and mandates the use of specific job categories, which do not necessarily reflect how we organize our workforce. This data is collected from all U.S. employees and does not include information regarding our international employees.

To learn more about our inclusion, diversity and equity strategy and the steps we are taking to realize our vision, please visit our [Inclusion, Diversity and Equity](#) page.

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID 8659420			EMPLOYER NAME J M Smucker Company The												
ADDRESS 1 Strawberry Lane						CITY/TOWN ORRVILLE				STATE OH		ZIP CODE 44667			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 340538550															
SECTION E – EMPLOYER FILING ELIGIBILITY <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): LMJTNLCVN8H4 <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 311421 - Fruit and Vegetable Canning															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	0	10	0	0	0	0	0	7	0	0	0	0	0	18
First/Mid-Level Officials and Managers	161	238	757	301	24	1	4	10	502	253	19	6	4	18	2298
Professionals	44	45	486	38	21	2	1	4	452	40	31	1	2	5	1172
Technicians	1	0	13	1	0	0	0	1	14	0	0	0	0	0	30
Sales Workers	0	2	26	0	1	0	0	1	10	1	0	0	0	0	41
Administrative Support Workers	8	19	58	7	2	0	0	1	199	18	5	0	0	5	322
Craft Workers	165	51	1414	269	6	1	13	31	233	69	3	0	1	10	2266
Operatives	201	125	361	292	3	1	9	9	75	117	5	4	1	1	1204
Laborers and Helpers	120	100	408	136	8	3	5	25	127	69	3	1	5	9	1019
Service Workers	6	0	22	0	0	0	0	0	2	0	0	0	0	0	30
CURRENT 2023 REPORTING YEAR TOTAL	707	580	3555	1044	65	8	32	82	1621	567	66	12	13	48	8400
PRIOR 2022 REPORTING YEAR TOTAL	338	202	3588	506	69	16	26	79	1568	164	53	7	10	35	6661
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/17/2023 - 12/31/2023															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															